BSN PROGRAM OUTCOMES AND COMPETENCIES
LEVEL TO SOPHOMORE AND JUNIOR YEARS

At the completion of the BSN program, the graduate must demonstrate the following qualities:

OUTCOME 1: A critical thinker who demonstrates intellectual curiosity, rational inquiry, problem-solving skills, and creativity in framing problems.

COMPETENCIES:

1. Evaluates decisions through logical organization, validation of information, critical examination of assumptions underlying the processing of information, and analyzes the conclusions drawn from the information (evaluation).

   JUNIOR: Validates care decisions with appropriate persons to determine the degree to which decisions are consistent with client-system information and environmental cues.

   SOPHOMORE: Participates in selected problem solving exercises that promote critical examination of the professional nurse role.

2. Presents reasoned arguments to support stated views (explanation).

   JUNIOR: Presents reasoned arguments to support stated views with increasing self direction.

   SOPHOMORE: Presents reasoned arguments to support stated views with consultation or guidance


   JUNIOR: Analyzes student experiences for how they shape the understanding of nursing practice and professional development.

   SOPHOMORE: Identifies factors that affect development of the professional nurse role.

4. Applies previous/current knowledge to new contexts and situations (interpretation and analysis).

1 Each competency represents the senior-level expectation.

2 Client-system refers to any or all levels of care: individual, family, group or community.
JUNIOR: Applies previously learned information to new situations.

SOPHOMORE: Examines new information within the context of previous knowledge.

5. Analyzes arguments to determine their context and validity (analysis).

JUNIOR: Analyzes arguments for validity and relevance to issues being discussed.

SOPHOMORE: Identifies the contextual variables that affect specific issues.

6. Critiques professional and research literature for use in nursing practice (evaluation).

JUNIOR: Applies nursing research and professional literature findings to specific client-system care problems.

SOPHOMORE: Critiques professional and research findings for applicability to common health problems.

7. Examines multiple potential approaches to health issues (evaluation and inference).

JUNIOR: Uses standard approaches when seeking solutions to identified health care issues.

SOPHOMORE: Identifies important health care issues that may have an effect on health care and nursing practice.

OUTCOME 2: A culturally competent person who provides holistic nursing care to a variety of individuals, families, and communities.

COMPETENCIES:

1. Integrates the cultural beliefs, values, and practices of individuals, families, and communities when providing nursing therapeutics.

JUNIOR: Integrates the cultural beliefs, values, and practices of individuals, families, and communities into relevant nursing therapeutics with increasing self direction.

SOPHOMORE: Examines own and various cultural beliefs, values, and practices.
2. Evaluates the influence of culturally-tied health beliefs and practices on care providers’ and recipients’ abilities to maximize health potential.

JUNIOR: Incorporates culturally-tied health beliefs and practices to facilitate recipients’ abilities to maximize health potential.

SOPHOMORE: Assesses culturally-tied health beliefs and practices to maximize health potential.

**OUTCOME 3:** A knowledgeable coordinator of community resources who facilitates individuals’, families’, and communities access to resources necessary to meet health care needs.

**COMPETENCIES:**

1. Accesses community resources to maximize individuals’, families’, and communities’ health potential.

   JUNIOR: Facilitates access to community resources with increasing self-direction.

   SOPHOMORE: Examines community resources that maximize health potential.

2. Advocates for health care resources in targeted communities.

   JUNIOR: Advocates for health care resources in targeted communities with appropriate consultation and increasing self direction.

   SOPHOMORE: Assesses communities’ need for health care resources.

3. Enables individuals, families, and communities to access appropriate resources to meet identified health care needs.

   JUNIOR: Enables individuals, families, and communities to access appropriate resources to meet identified health care needs with increasing self direction.

   SOPHOMORE: Examines potential enabling behaviors to meet identified health care needs.

**OUTCOME 4:** A politically aware individual who participates in the profession and practice of nursing with a global perspective.
COMPETENCIES:

1. Examines the effectiveness of professional nursing’s involvement in setting local, state, national, and international health care policy decisions.

   JUNIOR: Identifies actual and potential strategies that may be used by professional nursing to influence health care policies at the community, state, national, and international level of decision making.

   SOPHOMORE: Discusses nursing’s role in shaping health care policies, and how these policies influence nursing practice.

2. Analyzes the impact of global trends on local health issues.

   JUNIOR: Relates the impact of global trends to local health issues.

   SOPHOMORE: Explores current global trends.

3. Examines how the political arenas (government, workplace, professional organizations, and community) shape health care delivery.

   JUNIOR: Analyzes the positive and negative impact that politics can have on health care policy decisions.

   SOPHOMORE: Identifies the effect of politics on health care policy and the health care system.

4. Examines processes that shape health policies at local and state levels.

   JUNIOR: Explores processes that shape health policies at local and state levels.

   SOPHOMORE: Defines processes that shape health policies at local and state levels.

5. Advocates for policy changes that promote health for individuals, families, and communities.

   JUNIOR: Analyzes factors influencing health policy for individuals, families, and communities.

   SOPHOMORE: Identifies the influence of health policy on individuals, families, and communities.

OUTCOME 5: An individual who practices within an ethical and legal framework of the nursing profession.
COMPETENCIES:

1. Articulates personal beliefs and values and how they affect individual nursing practice.

   JUNIOR: Examines own beliefs and values and how they influence individual nursing practice.

   SOPHOMORE: Clarifies personal beliefs and values.

2. Articulates ethical and legal standards relating to health care dilemmas.

   JUNIOR: Examines ethical and legal standards and models that have application to health care dilemmas.

   SOPHOMORE: Identifies health care situations that create an ethical or legal dilemma for nurses or their client-systems.

3. Enables individuals and families to make informed health care decisions that respect their beliefs, values, and rights.

   JUNIOR: Analyzes the strengths and limitations of existing ethical/legal decision models in seeking solutions to health care issues.

   SOPHOMORE: Examines beliefs, values, and rights of others in making decisions that influence health.

4. Uses a decision model to resolve ethical dilemmas.

   JUNIOR: Applies a selected decision model with guidance in resolving real or hypothetical ethical health care dilemmas.

   SOPHOMORE: Applies decision models to personal dilemmas.

5. Advocates for individuals, families, and communities by informing them of their legal and ethical rights.

   JUNIOR: Advocates for individuals, families, and communities by informing them of their legal and ethical rights with guidance.

   SOPHOMORE: Examines legal and ethical rights of individuals, families, and communities.
6. Incorporates professional standards and statutory rules and regulations pertinent to nursing into individual nursing practice.

JUNIOR: Examines the professional standards and statutory rules and regulations pertinent to nursing.

SOPHOMORE: Recognizes the need for statutory rules and regulations in defining professional nursing practice.

7. Demonstrates accountability and responsibility for nursing judgments and actions.

JUNIOR: Demonstrates accountability and responsibility for nursing judgments and actions with guidance.

SOPHOMORE: Values personal accountability and responsibility for individual judgments and actions.

OUTCOME 6: An effective communicator who is able to share accurate information.

COMPETENCIES:

1. Demonstrates effective writing skills consistent with the School of Nursing’s published writing expectations.

JUNIOR: Produces writing consistent with University standards that include clarity of thoughts, coherency of arguments, organization of ideas, and grammatical accuracy.

SOPHOMORE: Incorporates a critique of expert professional sources in written work.

2. Communicates clearly and effectively with individuals, families, communities and other health care providers for the purpose of positively affecting care outcomes.

JUNIOR: Demonstrates awareness of how the communication patterns of self and others affect client care outcomes.

SOPHOMORE: Applies communication models to specific interactions.

3. Uses information technology when facilitating communication, managing information data sets, and seeking solutions to problems.

JUNIOR: Uses information technology to facilitate the coordination of nursing care (i.e. care planning).
SOPHOMORE: Uses information technology for library use and to enhance communication with faculty, peers, and others.

4. Incorporates therapeutic interpersonal communication techniques in client-system interactions.

JUNIOR: Differentiates therapeutic and non-therapeutic communication techniques in client-system interactions.

SOPHOMORE: Identifies opportunities for using communication as a therapeutic technique.

5. Shares information and ideas in various professional and public arenas.

JUNIOR: Shares information and ideas with immediate health team members.

SOPHOMORE: Shares information and ideas with student peers and faculty.

OUTCOME 7: A competent provider of nursing care who assumes the multiple role dimensions in structured or semi-structured health care settings.

COMPETENCIES:

1. Collaborates in a variety of settings to deliver health care.

JUNIOR: Collaborates with specific health team members involved in the care of assigned individuals and families.

SOPHOMORE: Recognizes the meaning and value of collaboration within health care settings.

2. Maximizes client-systems’ health potentials by assisting them in meeting their needs.

JUNIOR: Assists individuals and families in meeting health needs under the guidance of instructor/preceptor.

SOPHOMORE: Recognizes real and potential health needs of individuals, families, and communities.

3. Individualizes therapeutic care of individuals, families, and communities.

JUNIOR: Individualizes nursing and medical regimens in consultation with members of the health care team, the individual, and family.
SOPHOMORE: Recognizes normal health patterns of individuals and families.

4. Provides safe, effective, nurturing care to promote the health of individuals, families, and communities.

JUNIOR: Provides safe, effective, nurturing care that is consistent with the student’s level of knowledge and skills and promotes the health of individuals and families.

SOPHOMORE: Provides safe, effective, nurturing care with guidance that is consistent with the student’s level of knowledge and skills and promotes the health of individuals and families.

5. Implements teaching-learning processes that promote health and prevent illness of individuals, families, and communities.

JUNIOR: Delivers established teaching strategies to individuals, families, and communities that promote learning, health, and illness prevention.

SOPHOMORE: Recognizes personal readiness to learn and teaching strategies consistent with personal learning styles.

6. Intervenes with individuals, families, and communities identified as at risk for developing health problems.

JUNIOR: Implements care strategies designed to reduce real or potential risk in targeted individuals and their families.

SOPHOMORE: Identifies behaviors that place self and others at risk for developing health problems.

7. Consults appropriately with expert resources in the provision of nursing care.

JUNIOR: Consults with expert resources in the provision of nursing care with supervision.

SOPHOMORE: Identifies nursing resources available for consultation and learning.

8. Assumes responsibility for increasing professional skills and knowledge base.

JUNIOR: Uses expert resources to increase individual knowledge base and skill acquisition.
SOPHOMORE: Begins developing nursing knowledge base and skills as an outcome of guided self-evaluation.

9. Refers individuals, families, and communities to other health care providers as indicated.

JUNIOR: Makes referrals to other appropriate care providers with guidance of instructor.

SOPHOMORE: Demonstrates an understanding of common community health resources available to targeted individuals and their families.


JUNIOR: Assesses, with guidance, the degree to which outcomes of health care needs have been met for individuals and families.

SOPHOMORE: Identifies outcomes that are consistent with health of individuals, families, and communities.

OUTCOME 8: A professional role model who promotes a positive public image of nursing.

COMPETENCIES:

1. Exhibits professional behaviors that foster a positive public image of nursing.

JUNIOR: Compares and contrasts the public image of nursing and the desired professional role model.

SOPHOMORE: Recognizes the positive professional image desired by the public and professional nursing.

2. Speaks for the profession of nursing by articulating nursing’s contributions to the promotion of the public’s health and well-being.

JUNIOR: Defines the profession of nursing and nursing’s contribution to the public’s health and the well-being to others.

SOPHOMORE: Recognizes nursing’s contribution to the public’s health and its well-being.

OUTCOME 9: A responsible manager who balances human, fiscal, and material resources to achieve quality health care outcomes.
COMPETENCIES:

1  Evaluates the impact of human, fiscal, and material resources on health care.

JUNIOR: Discusses the relationships among adequate human, fiscal, and material resources and effective, efficient provision of health care.

SOPHOMORE: Identifies the human, fiscal, and material resources necessary to effectively and efficiently provide health care outcomes.

2  Makes decisions based on an analysis of costs and quality care outcomes.

JUNIOR: Makes practice decisions based on a preliminary analysis of costs associated with achieving quality care outcomes with guidance of the instructor.

SOPHOMORE: Examines the relationship between cost and quality care outcomes.

3  Delegates responsibilities in a manner consistent with the Nurse Practice Act to those individuals who are best qualified to complete them.

JUNIOR: Differentiates between the knowledge and skills of members of the health care team in relationship to contextual variables and interacts with the members according to those differences.

SOPHOMORE: Identifies job descriptions for health care providers.

4  Assumes responsibility for evaluating the actions of individuals working under their direct supervision.

JUNIOR: Evaluates the appropriateness and efficiency of own actions in carrying out assignments.

SOPHOMORE: Assumes personal responsibilities for meeting expectations of specified assignments.